

COMPARISON TABLE- OLD AND NEW PERFORMANCE PROGRAMS rev. 1/23/06

| CURRENT | | | | NEW |
|--------------------------|--|--|--------------------------------|--|
| | SES | Title 42 | GS | *Covers all employees except SES |
| Appraisal Format | Plans | Contracts | Plans | Contracts obsolete. New performance program uses "plan." Forms utilize a rating point system. |
| Minimum Appraisal Period | 90 days | 120 days | 120 days | Minimum rating period of 90 days for all employees. |
| Rating Cycle | FY | FY (Division Director and above) | CY | CY. *NIH request sent to HHS to exclude Title 42 senior scientific leaders. Under discussion. |
| Forms | Separate form | Separate form | Separate form | Uses one appraisal form for all employees, except SES and possibly Title-42 senior scientific leaders. |
| Focus | Two Critical Elements 1. Executive Leadership 2. Perf. Agreement (10x10 plus <i>Ethics</i> critical element for DEC's and Supervisors) | Outputs and Outcomes; no limit to number of critical elements. | About 5 - 7 critical elements. | Two Critical Element Categories: 1. Administrative Requirements 2. Individual Performance Outcomes (must include one or more outcomes that track back to the HHS "Top 20") |
| Type of Rating System | Four level rating system. | Pass/Fail | Pass/Fail | Four level rating system for all employees (<i>Exceptional, Fully Successful, Minimally Successful, Unacceptable</i>). MAJOR CHANGE: <i>Anticipate increase in employee grievances.</i> |
| | | | | Numerical scoring methodology (5 = E; 3 = FS; 2 = MS; 1 = U). See attached appraisal form. |
| Summary Ratings | All critical elements must be rated <i>Exceptional</i> to receive a final summary rating of <i>Exceptional</i> . | Pass/Fail | Pass/Fail | Combination of critical elements rated <i>Exceptional</i> and <i>Fully Successful</i> may still yield a final summary rating of <i>Exceptional</i> . <i>Harder for SES to get Exceptional rating.</i> |
| Assessments | Written supervisory narrative required for <i>Exceptional</i> , <i>Minimally Successful</i> and <i>Unacceptable</i> | NA | NA | Written supervisory narratives required only for ratings less than <i>Fully Successful</i> ; optional for <i>Exceptional</i> and <i>Fully Successful</i> . <i>Exceptional SES ratings must be justified. However, NIH could require that written narratives accompany Exceptional ratings.</i> |
| Recognition | Pay-for-Performance "E" rating: 8 - 12% "FS" rating: 5 - 7% | ICs determine performance awards for all others within allowable guidance. | | Performance awards linked to performance ratings. "E" rating: 2.5 - 5% base pay including locality pay "FS" rating: up to 2% base pay including locality pay |